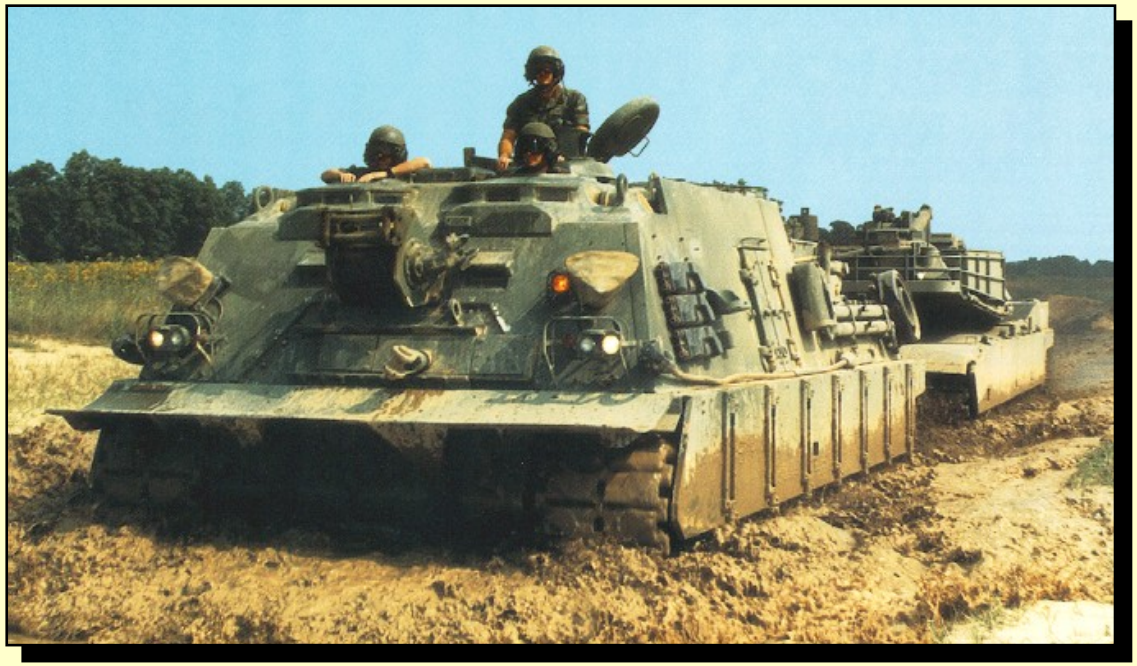
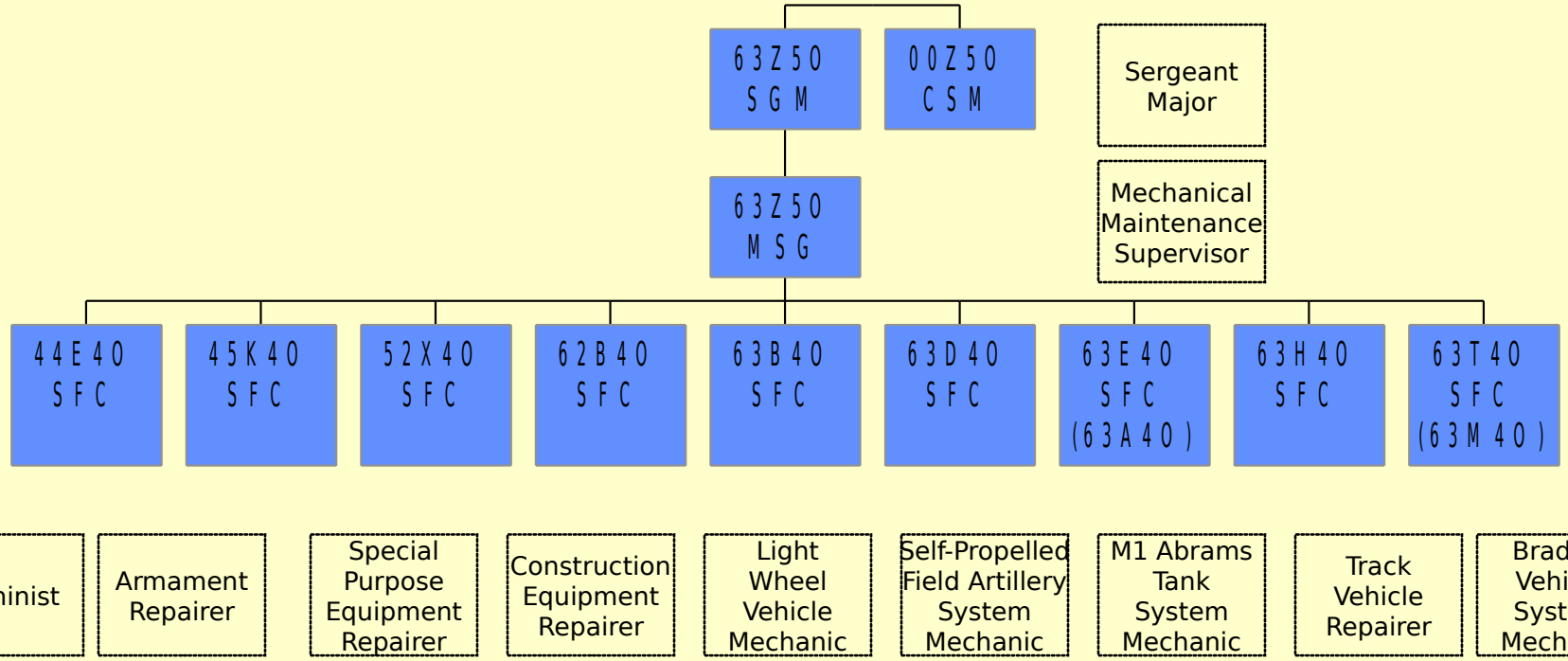
CSM/SGM SELECTION BOARD BRIEFING

ORDNANCE CORPS
PROPONENT INFORMATION PACKET
MOS 35Z, 55B, 55D & 63Z



CMF 63

CMF 63 CAREER PATTERN



Note: A 63E4O will become a 63A4O and a 63T4O will become a 63M4O on 1 Oct 04. There are currently 63A and 63M SFCs in the Army.

CMF 63

MISSION

The primary duties of the mechanical maintenance CMF are to perform the fix functions on Army weapons systems and equipment that support maneuver forces in their preparation for and conduct of operations across the entire operational spectrum. The fix functions include: maintenance management, recovery, fault diagnostics, repair, overhaul, and component/major assembly substitution and exchange. CMF 63 maintainers support the life cycle functions of all Army systems and the mission readiness of the Army's combat, tactical, and ground support systems.

MOS DESCRIPTION

63Z – MAJOR DUTIES

The mechanical maintenance supervisor supervises, plans, coordinates, and directs the unit, direct support and general support (DS/GS) maintenance of all mechanical equipment. They serve as the principal maintenance or operations NCO in maintenance battalion or higher-level organizations.

LEADERSHIP/HIGH RISK JOB OPPORTUNITIES

DEMANDING ASSIGNMENTS

- Motor Sergeant – The Ordnance Corps' ultimate job
- Operations Sergeant
- Support Operations Sergeant
- Observer Controller
- Materiel Management Center NCO
- White House Support

LEADERSHIP ASSIGNMENTS

- First Sergeant
- Assistant Commandant, NCOA

SPECIAL DUTY ASSIGNMENTS

- Inspector General

EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

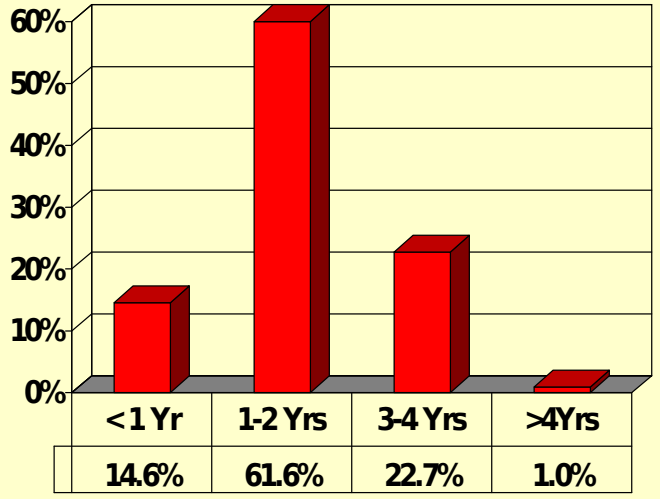
- Sergeants Major Course
- Support Operations Course
- Battle Staff Course

College is only ONE measure of self-development.

Look specifically for and weigh accordingly education that supports our Ordnance technical or management competencies.

The war makes it tough to pursue education. Look for a consistent commitment to self-development over time.

CIVILIAN EDUCATION



All 63Zs considered

Note: **The Ordnance Corps places high value and worth on self-development**. **Consistent** and **meaningful** pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional. Future Sergeants Major cannot wait to be taught new knowledge – they must constantly pursue it.

UNIQUE MOS CHARACTERISTICS

TOE VS. TDA ASSIGNMENTS

MOS	Positions in TDA
63Z	13%

* **Only 11% of the entire Ordnance Corps positions exist in TDA. The lowest for all branches. Ordnance NCOs are in field most of their careers.**

FIRST SERGEANT AVAILABILITY

- There is only **one** 1SG position for every six MSG positions (1:6 Ratio)

MOS	E-8 Authorized	1SG Authorized	1SG % Authorized
63Z	779	122	15.6%

Notes:

80% of our Corps is assigned to other branch's units (MP, QM, IN, etc). 1SG jobs are rarely available to CMF 63 NCOs and are highly sought after by the majority of MSGs seeking career progression, but limited positions, locality of positions, and command influence make it impossible for all NCOs, even the most eager, to be afforded this opportunity.

Use good judgment when weighing leadership positions in your selection. Recognize performing in leadership jobs does not in itself outweigh average performance in those positions. Excellence displayed in equally vital technical or staff positions should also be recognized accordingly.

SPECIAL MOS CONSIDERATIONS

- MOS Related Civilian Technical Certifications
  Certifications are **nothing less** than measures of technical competency. Master Technicians, or their equivalent, should be the ultimate goal of self-development early in one's career. There are management and other duty-related certification in our branch more appropriate for senior NCOs. Award significant merit to those who, on their own time and initiative, attain these national standards and levels of competency.

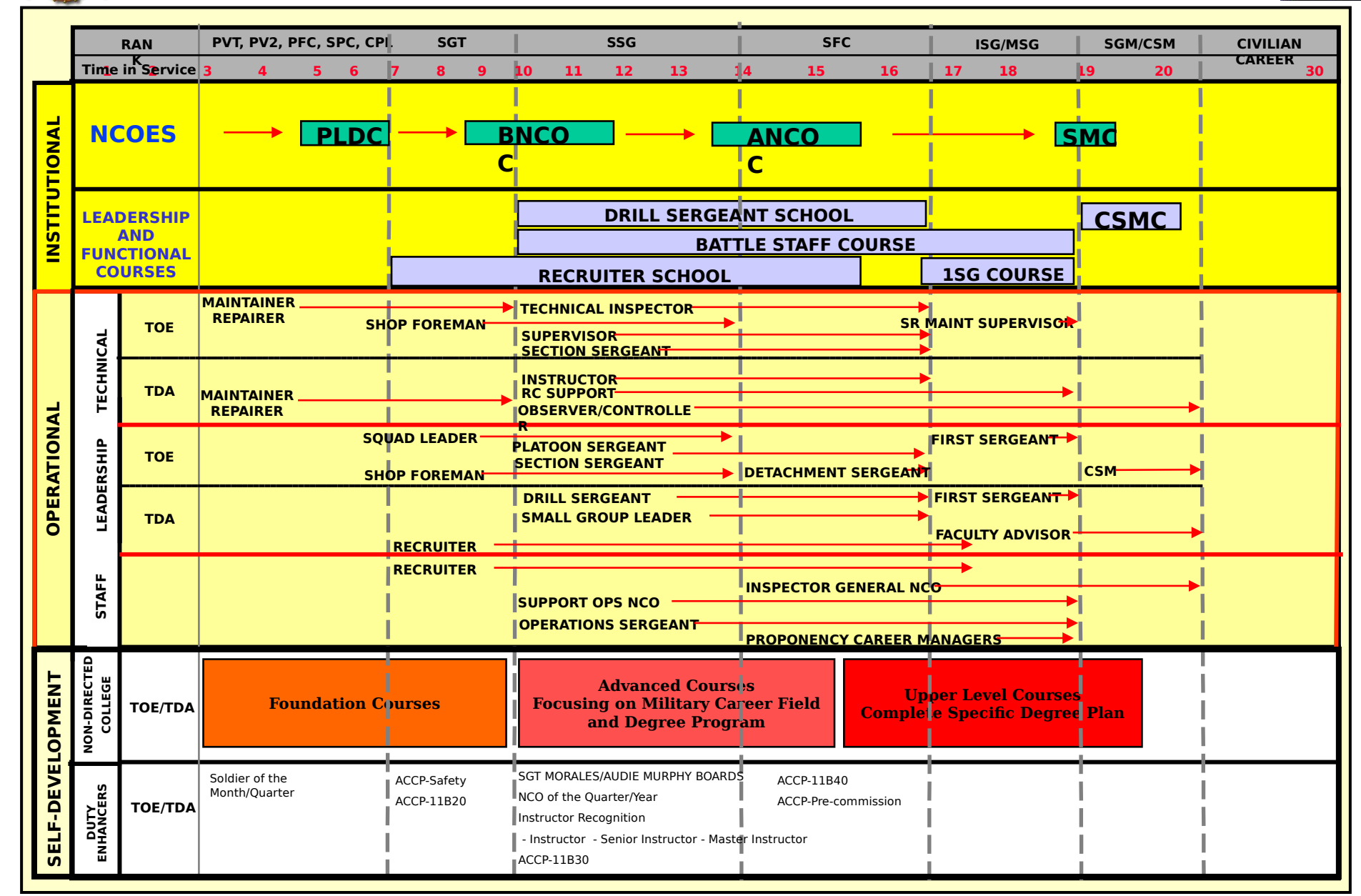
Notes:

Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance related (Instructors, battle staff, PSGs, etc. are Ordnance related) operations for extended periods (4 years). Ordnance NCOs must be competent maintenance managers and maintainers. Repeatedly performing in positions outside the Ordnance or maintenance field does not support the development of required primary maintenance and staff competencies. The job of First Sergeant and primary Battle Staff positions are still considered as Ordnance related.

CMF 63 TYPICAL CAREER PATTERN

SGM COURSE	20 Years	SGM/CSM	**SL5** First Sergeant Chief Instructor Operations Sergeant
1SG COURSE	15 YEARS	1SG/MSG	**SL4** Platoon Sergeant Section Sergeant Motor Sergeant Senior Drill Sergeant Senior Small Group Leader
BATTLE STAFF COURSE		SFC	
ANCOC	10 YEARS	SSG	**SL3** Squad Leader Drill Sergeant Recruiter Shop Foreman Small Group Leader
BNCOC	5 YEARS	SGT	**SL2** Senior Maintainer Shop Foreman
PLDC	0 YEARS	SPC PFC PV2	**SL1** Maintainers

CMF 63 CAREER PROGRESSION PLAN



RECOGNITION OR AWARDS

UNIQUE TO CMF

- Master Instructor – (Attained through self-development and initiative)

- Colonel Decius Wadsworth Award – (Distinguished Grad)

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Top 20% graduate in military schools

Notes:
Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

Awards policies are not uniform. Determine what measures of performance justified the awards. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself.

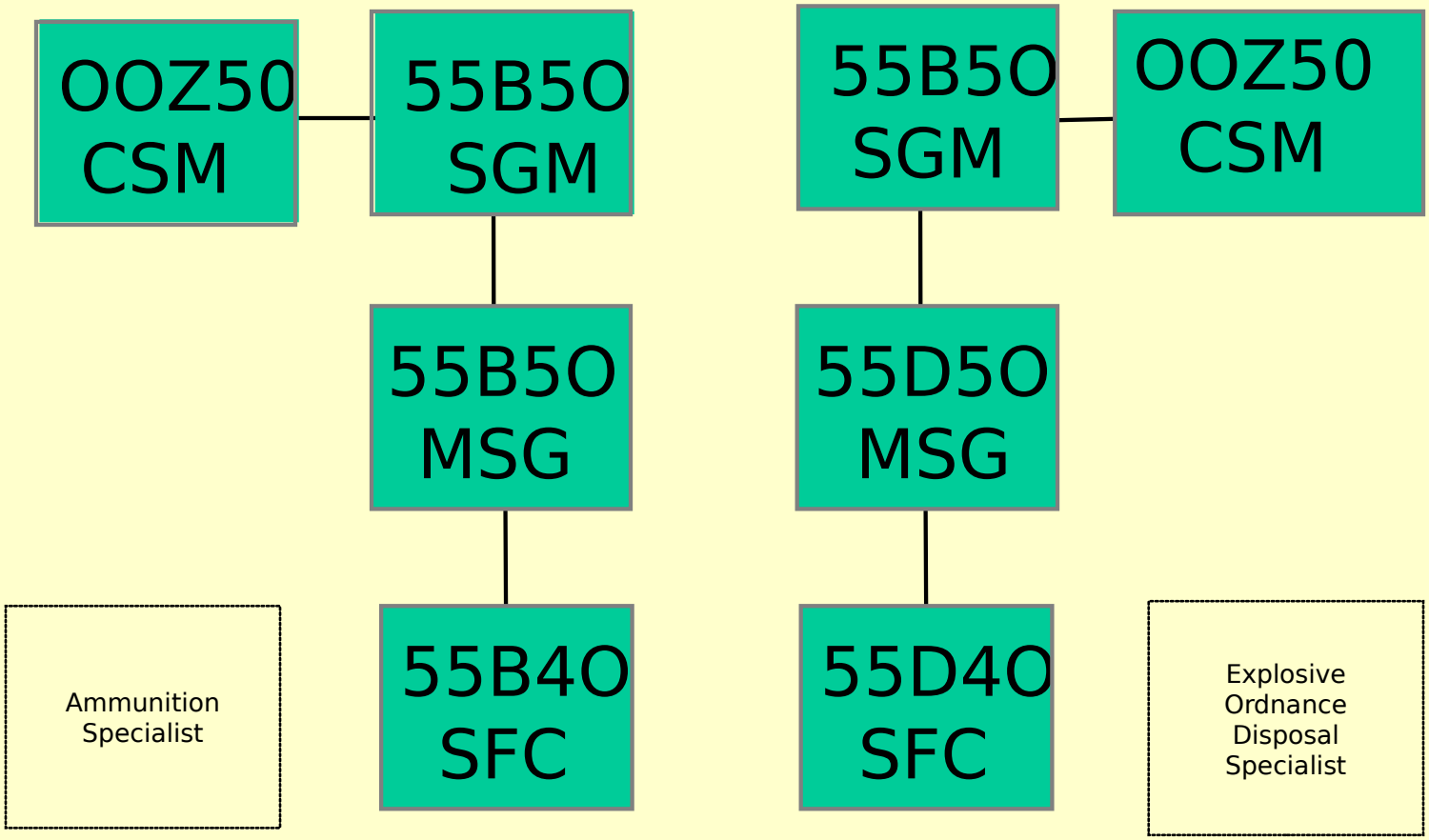
PROMOTION POTENTIAL INDICATORS

RECOGNITION and ACHIEVEMENTS

- Sustained high Operational Readiness ratings – had an impact on the unit's ability to go to war
- Consistent and meaningful self-development – continuous self-improvement
- Selected for, currently attending, or graduated the Sergeants Major Academy
- Possesses balanced operational experience in both maintenance and leadership/challenging duties
- Performed in authorized SGM position for at least 6 months
- Personally responsible for developing new systems/procedures/programs having an effect on the entire unit or readiness
- Consistently excels in assigned additional duties as well as primary duties

CMF 55
Ammunition

CMF 55 CAREER PATTERN



CMF 55

MISSION

The CMF is comprised of two Military Occupational Specialties, 55B and 55D. Unlike many CMFs, these are independent, stovepipe MOSs which do not cap at a senior grade.

MOS 55B, Ammunition Specialist, is utilized in ammunition support units Army wide. Soldiers provide the required type and quantity of ammunition to the combat user at the time and location (when and where) it is needed. Duties involve establishing and maintaining ammunition supply points at Corps storage areas or ammunition transfer points.

MOS 55D. The primary mission of the Explosive Ordnance Disposal (EOD) Specialist is to reduce or eliminate the hazards of munitions and explosive devices. They are typically assigned to EOD Companies which provide support on a regional or area basis. They support VIP missions for U.S. Secret Service, State Department, and other federal

MOS DESCRIPTION

55B – MAJOR DUTIES

The ammunition specialist receives, stores and issues ammunition, guided missiles, large rockets and other ammunition related items. They perform maintenance, modification, destruction and demilitarization on ammunition and explosive components and also perform stock control/accounting procedures.

55D – MAJOR DUTIES

The explosive ordnance disposal specialist locates, identifies, renders safe, and disposes of foreign and domestic conventional, chemical, or nuclear ordnance and improvised explosive devices (IED). They also support VIP missions for the U.S. Secret Service, State Department, and other federal agencies.

LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES

DEMANDING ASSIGNMENTS

- Operations Sergeant
- Support Operations Sergeant
- Observer Controller
- Installation Ammunition Manager

LEADERSHIP ASSIGNMENTS

- First Sergeant

SPECIAL DUTY ASSIGNMENTS

- Equal Opportunity Advisor
- Senior Career Manager (HRC-EPMD)
- Senior Career Management NCO (Personnel Proponent Office)

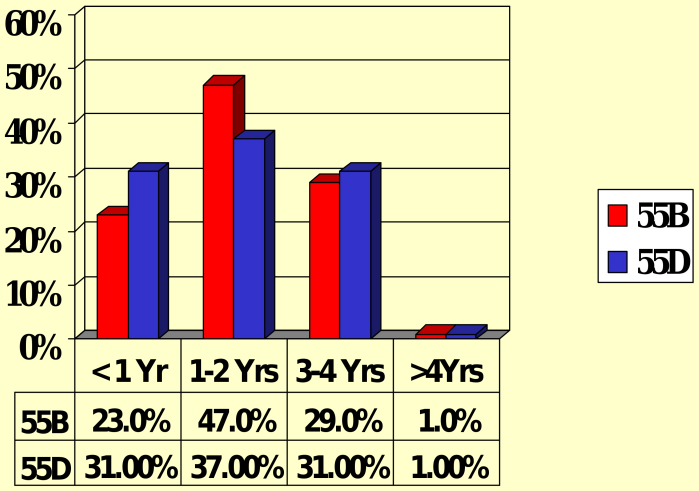
EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

- Support Operations Course
- Battle Staff Course
- 1SG Course

College is only ONE measure of self-development.

CIVILIAN EDUCATION



	<1 Yr	1-2 Yrs	3-4 Yrs	>4Yrs
55B	23.0%	47.0%	29.0%	1.0%
55D	31.00%	37.00%	31.00%	1.00%

Percentage is of all MSGs in this MOS considered for promotion during the CY 03 SGM Selection Board

Note: **The Ordnance Corps places high value and worth on self-development**. **Consistent** and **meaningful** pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional NCO. Future Sergeants Major cannot wait to be taught new knowledge – they must constantly pursue it.

UNIQUE MOS CHARACTERISTICS

TOE VS. TDA ASSIGNMENTS

MOS	MSG Positions in TDA
55B	31.1%
55D	20.6%

1SG OPPORTUNITIES

MOS	E-8 Authorized	1SG Positions	1SG % Positions
55B	54	18	33.3%
55D	64	44	68.8%
CMF Total	118	62	49.0%

Notes:
Simply serving in leadership jobs does not outweigh performance in other positions. Excellence displayed in equally vital technical or staff positions should also be recognized accordingly.

SPECIAL MOS CONSIDERATIONS

- MOS Related Civilian Technical Certifications
  - Hazardous Material Certifications
  - Certifications are **nothing less** than measures of MOS competency

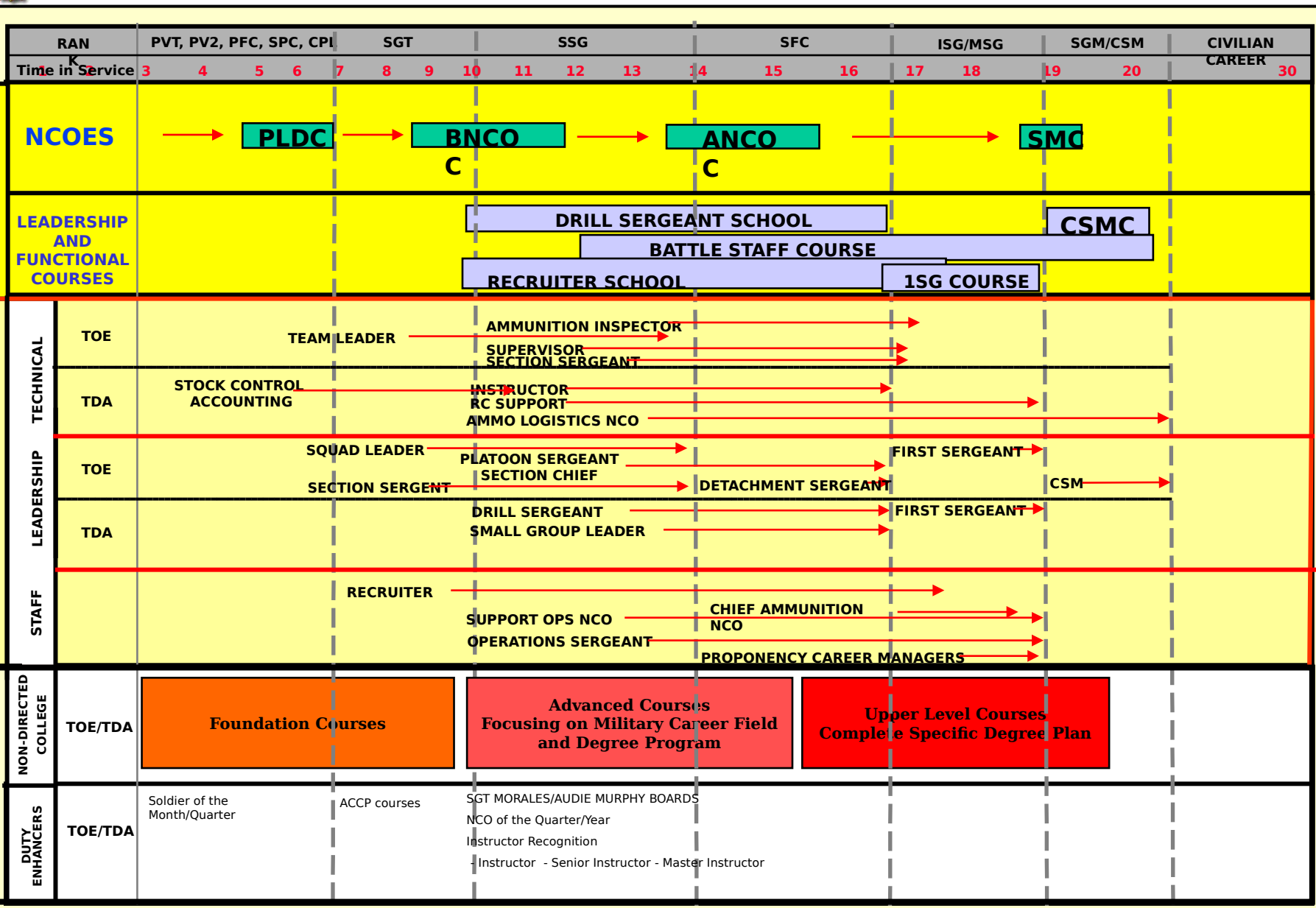
Notes:

Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance operations (Instructors, Battle Staff, PSGs, etc. are considered Ordnance related) for extended periods (4 years). Ordnance NCOs must be competent maintenance managers and maintainers. Repeatedly performing in positions outside the Ordnance or maintenance field does not support the development of required primary maintenance and staff competencies. The job of First Sergeant and primary Battle Staff positions are still considered as Ordnance related.

CMF 55 TYPICAL CAREER PATTERN

SGM COURSE	20 Years	SGM/CSM	**SL5** First Sergeant Chief Ammunition NCO Operations Sergeant Chief Instructor
1SG COURSE	15 YEARS	1SG/MSG	**SL4** Platoon Sergeant Detachment Sergeant Ammo Senior Inspector DAO NCOIC Operations Sergeant Section Sergeant
BATTLE STAFF COURSE		SFC	
ANCOC	10 YEARS	SSG	**SL3** Squad Leader EOD Team Leader Ammo Inspector Section Chief Drill Sergeant Recruiter
BNCOC	5 YEARS	SGT	**SL2** Stock Control/Accounting Ammunition Sergeant EOD Sergeant
PLDC	0 YEARS	SPC PFC PV2	**SL1** Ammunition Specialist EOD Specialist

CMF 55 CAREER PROGRESSION PLAN



RECOGNITION OR AWARDS

UNIQUE TO CMF

- Master Instructor
- John D. Woodyard Leadership Award (NCOA, Redstone Arsenal)

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Top 20% in NCOES schooling

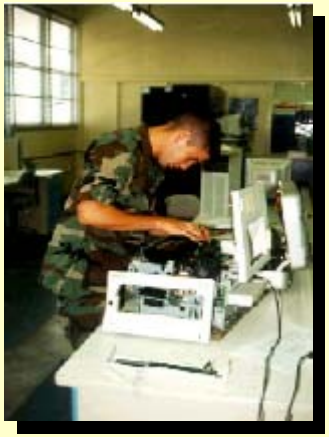
Notes:
Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

Awards policies are not uniform. Determine what measures of performance justified the awards. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself.

PROMOTION POTENTIAL INDICATORS

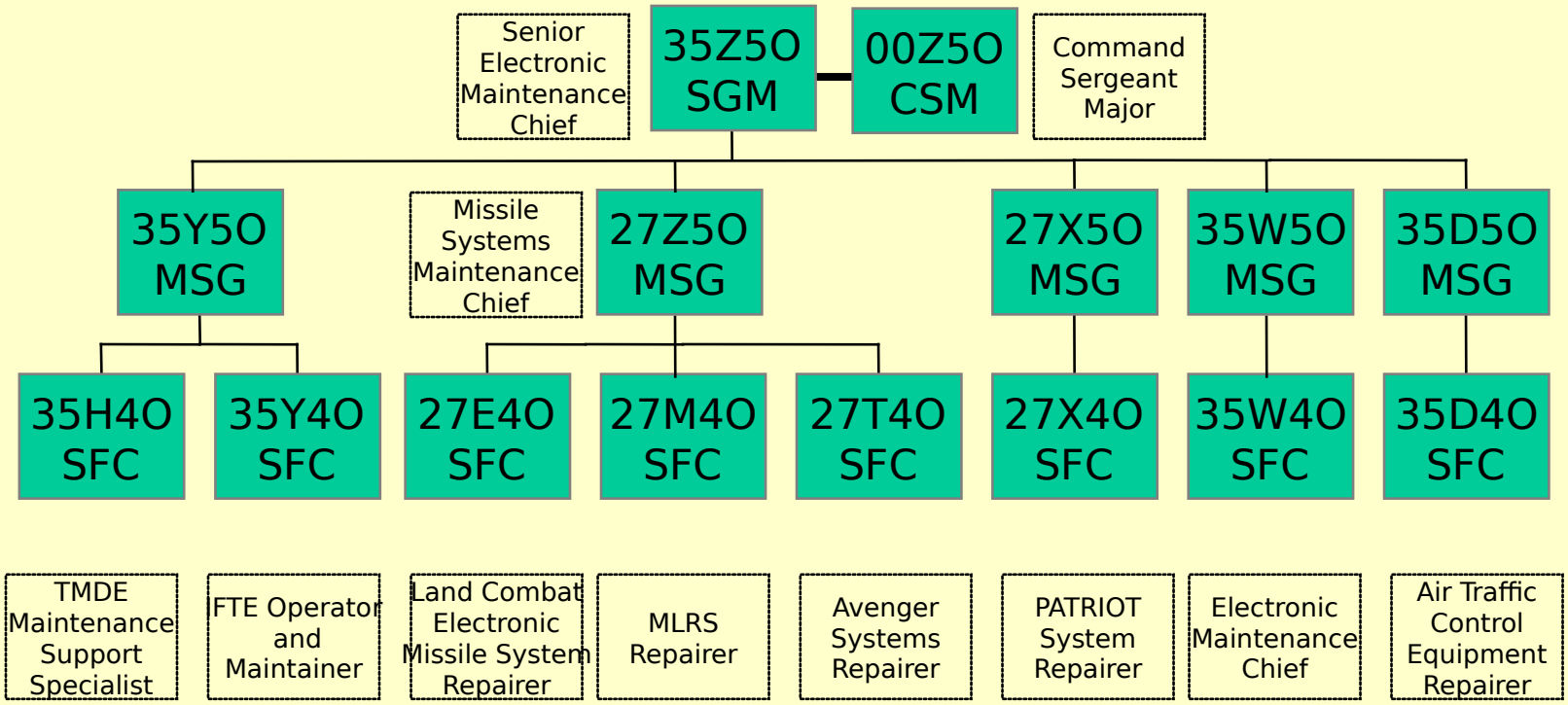
UNIT RECOGNITION ACHIEVEMENTS

- Sustained high Operational Readiness rating
- Consistent and meaningful self-development
- Selected for, currently attending, or graduated from the Sergeants Major Course
- Successful performance as a 1SG for at least 18 months
- Possesses balanced operational experience in both technical and leadership positions
- Successful performance in authorized SGM position for at least 6 months
- Responsible for development of new systems/procedures/programs



CMF 35
Electronic Maintenance and Calibration

CMF 35 CAREER PATTERN



CMF 35

MISSION

The primary duties of the electronic maintenance and calibration CMF are to repair, maintain, and calibrate a wide variety of Army communications systems, missile systems, radar systems, Test, Measurement, and Diagnostic Equipment (TMDE), and numerous other items of Army electronic maintenance and systems support equipment. CMF 35 soldiers are at all echelons of the force structure and can be assigned to units across the operational spectrum of the Army. The CMF is comprised of 18 Military Occupational Specialties and function in a wide range of areas requiring both extremely technical and tactical skills. CMF 35 maintainers support the maintenance life cycle functions of all Army systems and the mission readiness of the Army's critical tactical and strategic combat systems as well as ground support systems.

MOS DESCRIPTION

35Z – MAJOR DUTIES

The senior electronic maintenance chief plans/directs electronic maintenance operations at all echelons and levels of command. They perform electronic maintenance staff functions; provide technical advice to commanders and staff concerning electronic systems maintenance management and logistical support. They also lead brigade and higher staff offices and are the senior training management leaders at TRADOC force generating schools.

LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES

DEMANDING ASSIGNMENTS

- Operations Sergeant
- Support Operations Sergeant
- Materiel Management Center NCO
- White House Support

LEADERSHIP ASSIGNMENTS

- First Sergeant

SPECIAL DUTY ASSIGNMENTS

- Inspector General
- Senior Career Managers (HRC)/ EPMD
- Senior Career Management (PPO)

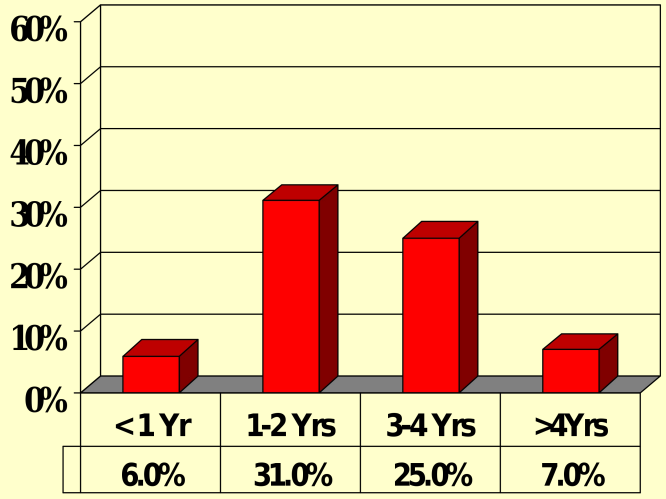
EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

- Support Operations Course
- Battle Staff Course
- 1SG Course

College is only ONE measure of self-development.

CIVILIAN EDUCATION



Percentage is of all MSGs in this MOS considered for promotion during the CY 03 SGM Selection Board

Note: **The Ordnance Corps places high value and worth on self-development**. **Consistent** and **meaningful** pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional NCO. Future Sergeants Major cannot wait to be taught new knowledge – they must constantly pursue it.

UNIQUE MOS CHARACTERISTICS

TOE VS. TDA ASSIGNMENTS

MOS	Positions in TDA
27X	16.6%
27Z	27.2%
35D	42.8%
35W	28.2%
35Y	33.3%

1SG OPPORTUNITIES

- 1SG positions: 1 for every 9.6 MSG positions (as shown below)

MOS	E-8 Authorized	1SG Authorized	1SG % Authorized
27X	12	0	0%
27Z	22	3	13.6%
35D	7	1	14%
35W	78	8	10.2%
35Y	6	1	16.6%
CMF Total	125	13	10.4%

Notes:
1SG jobs are rarely available to CMF 35 NCOs and are usually sought after by the majority of MSGs seeking career progression, but limited positions, locality of positions, and command influence make it impossible for all NCOs, even the most eager, to be afforded the opportunity.

Simply serving in leadership jobs does not outweigh performance in other positions. Excellence displayed in equally vital technical or staff positions should also be recognized .

SPECIAL MOS CONSIDERATIONS

- MOS Related Civilian Technical Certifications
  - Electronics Technicians Association Certification
  - FCC licenses and accreditations
  - FAA Avionics Certifications

- Certifications are **nothing less** than measures of MOS competency

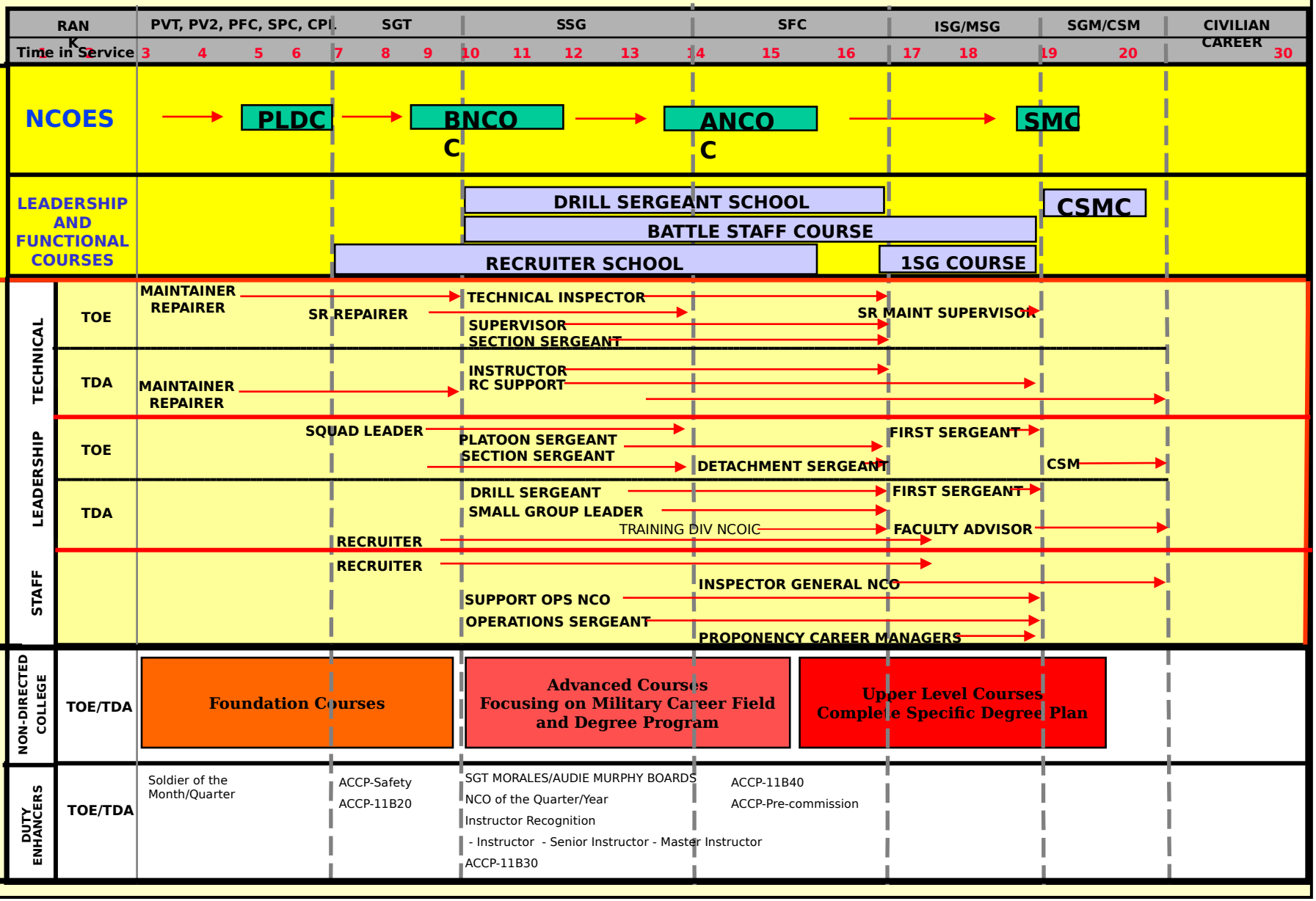
Notes:

Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance operations (Instructors, battle staff, PSGs, etc. are considered Ordnance related) for extended periods (4 years). Ordnance NCOs must be competent maintenance managers and maintainers. Repeatedly performing in positions outside the Ordnance or maintenance field does not support the development of required primary maintenance and staff competencies. The job of First Sergeant and primary Battle Staff positions are still considered as Ordnance related.

CMF 35 TYPICAL CAREER PATTERN

SGM COURSE	20 Years	SGM/CSM	**SL5** First Sergeant Chief Instructor Operations Sergeant Senior Career MGMT NCO Maint Control Sergeant SR ATC Maint Superviser
1SG COURSE	15 YEARS	1SG/MSG	
ANCOC		SFC	**SL4** Platoon Sergeant Section Sergeant Career Management NCO Senior Drill Sergeant Senior Small Group Leader Senior Instructor Senior Team Chief
	10 YEARS	SSG	
BNCOC	5 YEARS	SGT	**SL3** Team Chief Drill Sergeant Recruiter Small Group Leader Instructor Senior Repairer
PLDC	0 YEARS	SPC PFC PV2	**SL2** Senior Maintainer Team Chief
IET		PVT	

CMF 35 CAREER PROGRESSION PLAN



RECOGNITION OR AWARDS

UNIQUE TO CMF

- Master Instructor
- John D. Woodyard Leadership Award (NCOA, Redstone Arsenal)

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Top 20% in NCOES schooling

Notes:
Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

Awards policies are not uniform. Determine what measures of performance justified the awards. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself.

PROMOTION POTENTIAL INDICATORS

UNIT RECOGNITION ACHIEVEMENTS

- Sustained high Operational Readiness rating
- Consistent and meaningful self-development
- Selected for, currently attending, or graduated from the Sergeants' Major Course
- Successful performance as a 1SG for at least 18 months
- Possesses balanced operational experience in both maintenance and leadership duties
- Successful performance in authorized SGM position for at least 6 months
- Responsible for development of new systems/procedures/programs